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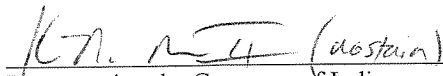
## COMMON CONSTRUCTION WAGE COMMITTEE CONCORD COMMUNITY SCHOOLS CONSTRUCTION PROJECTS

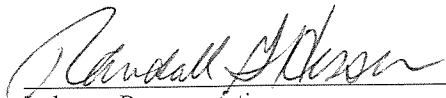
We the undersigned members of the Common Construction Wage Committee pursuant to chapter 5-16-7 of the Indiana Code, do hereby fix and determine the common construction wage rates for the Construction Projects consisting of construction of a new junior high school, renovations and improvements to all four elementary schools (East, West, South, and OxBow), renovations and improvements to the existing junior high school into an intermediate school, and all other 2008 construction projects to be in the classifications, scales, and amounts set forth on the attached Exhibit A. The wage rates established by the committee are the minimum that may be paid by any contractor or subcontractor working these construction projects in accordance with the provisions of chapter 5-16-7 of the Indiana Code.

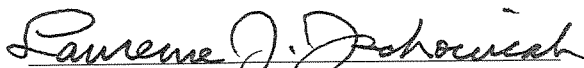
### Apprenticeship Programs:

The Wage Committee determines that the common practice in the county is for contractors to participate in bona fide apprenticeship programs registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and that the rate of pay for the classifications of labor that participate in such programs is based in part on a percentage of the journeyman's rate (skilled rate herein) depending on the individual's progress in the program. Workers engaged in such an apprenticeship program will be permitted to work at less than the predetermined rate set out above for the work they perform. Such apprentices must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeymen hourly rate which is the skilled hourly rate in this wage scale.

Any worker who is not registered or otherwise employed in a bona fide apprenticeship program registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and has twelve or more months of cumulative experience in the construction trades shall be paid at the skilled wage rate on this wage determination for the classification of work actually performed by the worker regardless of how the employer classifies such a worker. Disputes regarding the appropriate classification of workers and the amounts said workers should be paid may be submitted to the Indiana Department of Labor for investigation.

  
Representing the Governor of Indiana

  
Industry Representative

  
County Commissioners' Taxpayer Representative

  
Representing the Indiana Federation of Labor

  
Owner's Taxpayer Representative

Dated this 19<sup>th</sup> day of November, 2007

Exhibit A - Wage Scale					
Concord Community Schools					
November 19, 2007					
Classification	Class	Combination of Wage + Fringe	Wage	Fringe	Notes
Asbestos Worker	skilled	\$36.74	\$27.00	\$9.74	
Asbestos Worker	semi-skilled	\$34.04	\$24.30	\$9.74	
Asbestos Worker	unskilled	\$27.98	\$18.24	\$9.74	
Asbestos Abatement	skilled	\$28.45	\$18.75	\$9.70	
Asbestos Abatement	semi-skilled	\$19.90	\$13.00	\$6.90	
Asbestos Abatement	unskilled	\$11.65	\$11.00	\$0.65	
Boilermaker	skilled	\$46.06	\$30.84	\$15.22	
Boilermaker	semi-skilled	\$40.82	\$25.60	\$15.22	
Boilermaker	unskilled	\$34.42	\$19.20	\$15.22	
Bricklayer	skilled	\$34.18	\$25.25	\$8.93	
Bricklayer	semi-skilled	\$28.99	\$20.06	\$8.93	
Bricklayer	unskilled	\$21.56	\$12.63	\$8.93	
Carpenter	skilled	\$31.46	\$23.33	\$8.13	
Carpenter	semi-skilled	\$26.79	\$18.66	\$8.13	
Carpenter	unskilled	\$22.13	\$14.85	\$7.28	
Carpet Layer	skilled	\$31.46	\$23.33	\$8.13	
Carpet Layer	semi-skilled	\$26.79	\$18.66	\$8.13	
Carpet Layer	unskilled	\$22.13	\$14.85	\$7.28	
Cement Mason	skilled	\$30.87	\$23.00	\$7.87	
Cement Mason	semi-skilled	\$26.27	\$18.40	\$7.87	
Cement Mason	unskilled	\$19.92	\$12.60	\$7.32	
Chemical Products Worker	skilled	\$23.37	\$19.97	\$3.40	
Chemical Products Worker	semi-skilled	\$21.37	\$17.97	\$3.40	
Chemical Products Worker	unskilled	\$13.38	\$9.98	\$3.40	
Drywall Finisher	skilled	\$28.91	\$21.00	\$7.91	
Drywall Finisher	semi-skilled	\$20.58	\$15.75	\$4.83	
Drywall Finisher	unskilled	\$15.33	\$10.50	\$4.83	
Drywall Installer	skilled	\$31.46	\$23.33	\$8.13	
Drywall Installer	semi-skilled	\$26.79	\$18.66	\$8.13	
Drywall Installer	unskilled	\$22.13	\$14.85	\$7.28	
Dynamite Men	skilled	\$26.71	\$20.18	\$6.53	
Dynamite Men	semi-skilled				n/a
Dynamite Men	unskilled				n/a
Electrician	skilled	\$38.64	\$26.64	\$12.00	
Electrician	semi-skilled	\$33.31	\$21.31	\$12.00	
Electrician	unskilled	\$18.36	\$11.53	\$6.83	
Elevator Constructor	skilled	\$46.69	\$32.05	\$14.64	
Elevator Constructor	semi-skilled	\$35.49	\$22.43	\$13.06	
Elevator Constructor	unskilled	\$16.32	\$16.02	\$0.30	
Glazier	skilled	\$30.66	\$22.59	\$8.07	
Glazier	semi-skilled	\$27.38	\$19.31	\$8.07	
Glazier	unskilled	\$20.14	\$12.07	\$8.07	
Hod Carrier	skilled				n/a
Hod Carrier	semi-skilled	\$26.21	\$19.68	\$6.53	
Hod Carrier	unskilled				n/a
Iron Worker	skilled	\$35.41	\$23.00	\$12.41	
Iron Worker	semi-skilled	\$30.81	\$18.40	\$12.41	
Iron Worker	unskilled	\$26.21	\$13.80	\$12.41	

Exhibit A - Wage Scale					
Concord Community Schools					
November 19, 2007					
Classification	Class	Combination of Wage + Fringe	Wage	Fringe	Notes
Metal Building Mechanic	skilled	\$0.00	\$0.00	\$0.00	
Metal Building Mechanic	semi-skilled	\$0.00	\$0.00	\$0.00	
Metal Building Mechanic	unskilled	\$0.00	\$0.00	\$0.00	
Laborer	skilled	\$26.71	\$20.18	\$6.53	
Laborer	semi-skilled	\$26.21	\$19.68	\$6.53	
Laborer	unskilled	\$25.71	\$19.18	\$6.53	
Mechanical Insulators	skilled	\$40.99	\$30.40	\$10.59	
Mechanical Insulators	semi-skilled	\$34.91	\$24.32	\$10.59	
Mechanical Insulators	unskilled	\$28.83	\$18.24	\$10.59	
Millwright	skilled	\$32.83	\$21.72	\$11.11	
Millwright	semi-skilled	\$28.49	\$17.38	\$11.11	
Millwright	unskilled	\$24.14	\$13.03	\$11.11	
Operating Engineer	skilled	\$36.10	\$23.20	\$12.90	
Operating Engineer	semi-skilled	\$34.20	\$21.30	\$12.90	
Operating Engineer	unskilled	\$30.78	\$18.60	\$12.18	
Painter Brush/Roll	skilled	\$28.91	\$21.00	\$7.91	
Painter Brush/Roll	semi-skilled	\$20.58	\$15.75	\$4.83	
Painter Brush/Roll	unskilled	\$15.33	\$10.50	\$4.83	
Painter Spray/Sandblast	skilled	\$29.41	\$21.50	\$7.91	
Painter Spray/Sandblast	semi-skilled	\$20.58	\$15.75	\$4.83	
Painter Spray/Sandblast	unskilled	\$15.33	\$10.50	\$4.83	
Paperhanger	skilled	\$28.91	\$21.00	\$7.91	
Paperhanger	semi-skilled	\$20.58	\$15.75	\$4.83	
Paperhanger	unskilled	\$15.33	\$10.50	\$4.83	
Pipefitter/Steamfitter	skilled	\$36.82	\$26.10	\$10.72	
Pipefitter/Steamfitter	semi-skilled	\$30.29	\$19.57	\$10.72	
Pipefitter/Steamfitter	unskilled	\$19.43	\$12.58	\$6.85	
Plasterer	skilled	\$30.18	\$22.43	\$7.75	
Plasterer	semi-skilled	\$25.69	\$17.94	\$7.75	
Plasterer	unskilled	\$21.21	\$13.46	\$7.75	
Plumber	skilled	\$36.82	\$26.10	\$10.72	
Plumber	semi-skilled	\$30.29	\$19.57	\$10.72	
Plumber	unskilled	\$19.43	\$12.58	\$6.85	
Pointer/Caulker/Cleaner	skilled	\$34.18	\$25.25	\$8.93	
Pointer/Caulker/Cleaner	semi-skilled	\$28.99	\$20.06	\$8.93	
Pointer/Caulker/Cleaner	unskilled	\$21.56	\$12.63	\$8.93	
Roofer	skilled	\$31.73	\$24.00	\$7.73	
Roofer	semi-skilled	\$26.93	\$19.20	\$7.73	
Roofer	unskilled	\$15.27	\$12.00	\$3.27	
Sheet Metal Worker	skilled	\$38.90	\$25.62	\$13.28	
Sheet Metal Worker	semi-skilled	\$28.97	\$16.69	\$12.28	
Sheet Metal Worker	unskilled	\$24.76	\$12.84	\$11.92	
Sound/Communication Worker	skilled	\$30.47	\$22.30	\$8.17	
Sound/Communication Worker	semi-skilled	\$26.01	\$17.84	\$8.17	
Sound/Communication Worker	unskilled	\$17.98	\$11.15	\$6.83	
Sprinkler Fitter	skilled	\$37.94	\$27.49	\$10.45	
Sprinkler Fitter	semi-skilled	\$32.98	\$22.53	\$10.45	
Sprinkler Fitter	unskilled	\$23.16	\$16.10	\$7.06	

Exhibit A - Wage Scale					
Concord Community Schools					
November 19, 2007					
Classification	Class	Combination of Wage + Fringe	Wage	Fringe	Notes
Stone Mason	skilled	\$34.18	\$25.25	\$8.93	
Stone Mason	semi-skilled	\$29.13	\$20.20	\$8.93	
Stone Mason	unskilled	\$21.56	\$12.63	\$8.93	
Teamster-pick-up truck	skilled	\$26.79	\$21.23	\$5.56	
Teamster-single axle	skilled	\$27.00	\$21.44	\$5.56	
Teamster-tri axle	skilled	\$27.08	\$21.52	\$5.56	
Teamster - semi trailer	skilled	\$27.13	\$21.57	\$5.56	
Terrazzo Marble/Tile Setter	skilled	\$31.29	\$23.47	\$7.82	
Terrazzo Marble/Tile Setter	semi-skilled	\$26.60	\$18.78	\$7.82	
Terrazzo Marble/Tile Setter	unskilled	\$19.56	\$11.74	\$7.82	
Terrazzo Mechanic	skilled	\$32.29	\$24.47	\$7.82	
Terrazzo Mechanic	semi-skilled	\$27.40	\$19.58	\$7.82	
Terrazzo Mechanic	unskilled	\$20.06	\$12.24	\$7.82	
Terrazzo Finisher	skilled	\$29.77	\$22.32	\$7.45	
Terrazzo Finisher	semi-skilled	\$25.31	\$17.86	\$7.45	
Terrazzo Finisher	unskilled	\$18.61	\$11.16	\$7.45	
Tile Mechanic	skilled	\$35.36	\$25.73	\$9.63	
Tile Mechanic	semi-skilled	\$28.92	\$19.29	\$9.63	
Tile Mechanic	unskilled	\$22.49	\$12.86	\$9.63	
Tile Finisher	skilled	\$28.77	\$21.32	\$7.45	
Tile Finisher	semi-skilled	\$24.51	\$17.06	\$7.45	
Tile Finisher	unskilled	\$18.11	\$10.66	\$7.45	
Truck Driver	skilled	\$0.00	\$0.00	\$0.00	
Truck Driver	semi-skilled	\$0.00	\$0.00	\$0.00	
Truck Mechanic	skilled	\$0.00	\$0.00	\$0.00	